

Dan,

It looks like on Thursday morning in the Business & Labor Committee you will be having a hearing on HB179 - disallowing unemployment benefits for employees terminated during their probationary period.

I would encourage you to support this bill. Our company has a probationary period of 120 days. Sometime after an employee has worked for you for a few weeks you just know this employee does not meet your needs or cannot handle the job no matter how much training is provided. So they are terminated under the probationary period. Under the wrongful discharge act they cannot file suit for wrongful termination but they usually get unemployment. They get unemployment because we do not begin to document discussions and problems during the probationary period since there is a lot going on with all the training. Thus when they file for unemployment we do not have any documentation and they get unemployment because of the lack of documentation. I would assume that many employers do little documentation during the probationary period. They are usually let go for good cause but we just lack the documentation. Please support HB179.

If you have any questions please contact me.

thanks

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